

RALUT Annual General Meeting 2006

The Annual General Meeting of RALUT was held on **Tuesday, April 25, 2006** at 1 pm in **Alumni Hall, Victoria College**. The special speaker was **Peter Russell**, Honorary Past President and the first president of RALUT. A light lunch was served before the meeting.

AGENDA

1. Approval of minutes of 2005 Annual General Meeting.
2. President's report.
3. Treasurer's Report.
4. Constitutional amendment: Associate Members.
5. Senior Scholars Committee Report.
6. Membership Committee Report.
7. Benefits Committee Report.
8. Pensions Committee Report.
9. Newsletter and Communications Reports.
10. Nominations Committee Report: Elections.
11. Other business.
12. Adjournment.

Refreshments: A light lunch will be served between 12 and 1 pm.

MINUTES OF THE 2006 AGM

1. The President welcomed the members of RALUT and introduced the Guest Speaker, Professor Peter Russell, Founding President and Honorary Past President of RALUT. His topic was "Learning to Build on Success".

On February 19, 2001, at the instigation of Harvey Kerpneck and Ken McNeill, a group of retirees met to determine what steps might be taken to thwart the imminent threat to the retirees' interest in the surplus of the pension fund and to address their concern that existing organizations would not work on their behalf. Despite initial skepticism, RALUT grew strong and, indeed,

commissioned a legal opinion about the fiducial responsibility of the university. This opinion is now used across the country. RALUT took up an agenda which went beyond what its founders envisaged.

How can RALUT best advance our interests? While respectful, it should be bold and assertive. It must convince others that their interests coincide with ours. It must recognize the importance of good relations with UTFA and the University. It must convey the message that retirees are a valuable resource within the university and that they will further its fundamental objectives; it must make clear that support for retirees enhances the quality of life for other faculty and library colleagues. Professor Russell referred to the notorious letter of April 7 from the Provost and Vice-President of Human Resources and Equity whose "malicious and false accusations" were a mistaken attempt to separate interests of retirees from the rest.

Looking to the future, the speaker discussed many initiatives of RALUT and its leaders:

- cohosting with UTFA a forum on redesigning retirement, that led to the end of mandatory retirement;
- bringing about the establishment of non-medical benefits for retirees;
- influencing policy on post-secondary education expounded in the reports of Shirley Neuman and Bob Rae;
- establishing a national organization, CURAC, that now encompasses 35 institutions;
- arranging social events for its members;
- influencing legislation to limit employer access to pension funds;
- organizing a forum for retired scientists;
- organizing a Senior Scholars Symposium;
- working with the library to improve services to retirees.

RALUT must "continue to be an open book" with new projects ever in the making. It now has 700 members, an apparent plateau, and should seek to increase this number towards the 1400 eligible. Run by volunteers, RALUT avoids the "them vs. us" syndrome; it is just "all of us".

There are three challenges. First, a recent questionnaire indicates significant support for retirement housing developed in partnership with the university, and we are pressing ahead on this. Secondly, we are making progress towards the establishment on our campuses of retiree centres; we have an agreement with the university with legal force to plan this. Finally, we have not been able to develop the outreach of the retirees to the larger community and need to go a lot further, particularly in working with Prime Mentors. In due course, we should have a foundation with charitable status for educational purposes.

Ralph Garber, the immediate past president, thanked the speaker for helping us to understand what RALUT is all about.

2. Minutes of the 2005 AGM

Moved (Jack Stevenson, Joyce Chapman) that the Minutes of the 2005 AGM be accepted as read. Carried.

3. President's Report (Doug Creelman)

The President referred to the report distributed in the information packet. He noted that the attempt to divide the academic community in the April 7 letter of the Provost and Vice-President of Human Resources and Equity has failed, and called upon the meeting to adopt a motion deploring this.

Moved (Doug Creelman, Peter Russell) that RALUT, at its Annual General Meeting on 25 April, 2006, endorses and supports the following motion passed by UTFA Council and endorsed at the UTFA Annual General Meeting:

Whereas UTFA Council respects the arbitration process and accepts the arbitrator's award, and whereas UTFA Council promotes the interests of all of its members, UTFA Council disapproves of and disagrees with

(i) the sentiment of the letter of April 7, 2006 written by Provost and Vice-President of Human Resources and Equity;

(ii) the claim that the pension augmentation to the retired faculty and librarians is at the expense of the non-retired faculty and librarians, and

(iii) the statement that it is adverse to the interests of the non-retired.

UTFA Council regrets and deplores the implicit criticism of the judgment of the arbitrator.

Carried with no dissension.

4. Treasurer's Report (Diane Henderson)

The report is in the information packet. RALUT is in a solid financial position and is well placed to pursue its objectives.

Moved (Diane Henderson, Lino Grima) that the Treasurer's Report be accepted. Carried.

5. Senior Scholars Committee Report (John Dirks, for Germaine Warkentin)

The report is in the information packet. John Dirks thanked the members of the committee for their work, particularly Joan Winearls for her help in setting up the program with the library. He discussed initiatives of the committee: the questionnaire to retirees, the forum for retired scientists on January 11, 2006, and the symposium on April 11, 2006. The committee plans to bring clarity to the status of retirees in the Graduate School and to the position of Professor Emeritus.

6. Membership Committee Report (Beate Lowenberg)

To move from the current membership plateau, RALUT has placed advertisements in the U. of T. Bulletin. A bursary has been established to honour all members of RALUT deceased since its inception: this goes to an undergraduate on the basis of primarily financial need and secondarily of academic excellence; the winner for 2006 is Peter Knecht. A programme of AGO visits and faculty club lunches is now established. The Chair reminded members of the visit to the AGO planned for Thursday, April 27.

7. Benefits Committee (Ruth Pike)

Ruth Pike commented on the report in the information packet. This committee looks after all benefits not covered by other committees especially medical and dental; because of recent loss in membership, the chair encouraged RALUT members to join the committee. There is a need to continually monitor how benefits are delivered to the members; the committee is there to assist members with difficulties. Some retirees are not covered by Green Shield, and they are directed to the CURAC plan. She noted that, in addition to the activities described in the written report, the committee has prepared a brief on the function of the ombudsman and made a presentation to a committee of the Governing Council; the goal is for retirees to have standing with this university officer.

8. Pensions Committee (Helen Rosenthal)

Helen Rosenthal referred to the written report in the information packet. She thanked Peter Russell and George Luste for their efforts in the recent round of negotiations. There were two questions from the floor:

One member who retired 25 years ago was widowed eight years later; he remarried twelve years ago, but finds that his second wife will not receive a survivor's pension. Would the committee give this situation priority? The chair noted that the committee would like to help, but the final decision for what will be asked for rests with UTFA and its negotiating team.

A former employee of OISE wondered whether the pension augmentation applied to OISE retirees. George Luste said that this needs attention. The university tends to be legalistic and ignore those colleagues not covered by the Memorandum of Agreement, such as those at OISE and the federated colleges.

Members of RALUT are urged to contact the committee about any difficulties and anomalies that they encounter.

9. Policy Committee (Don Bellamy)

About 250 responded to a recent questionnaire circulated and analyzed by the committee. In the fall, a forum is planned to identify housing issues and to hear from specialists with knowledge and experience in appropriate areas. Don Bellamy will attend the forthcoming CURAC meeting, where housing will be on the agenda.

10. Newsletter Report (Fred Wilson)

Since Fred Wilson succeeded Charlie Meadows as editor, the Reporter has had lots of material and expanded from 8 to 16 pages. He praised the initiative of Germaine Warkentin in compiling recent publications of RALUT members for the newsletter, and noted how this echoed the report that used to be issued by the President of the University listing publications of the faculty.

11. Constitutional Amendment

To take account of the new flexible retirement arrangements and to delete the category of associate membership, a motion to amend the constitution was put forward.

Moved (Scott Eddie, Ken Rea) that Article 2 on Membership be amended to read

Membership in RALUT is open to all retired Academics, Librarians and Administrators of the University of Toronto, and to surviving spouses of deceased retired Academics, Librarians and Administrators of the University of Toronto. (Pre-retirement Academics, Librarians and Administrators who are at least 60 years old are also eligible to become RALUT members.)[Academics and Librarians of the University of Toronto within five years of retirement are eligible to be Associate members.]

() to be added [] to be deleted

Moved also that changes in Articles 3, 5, 7, 8, 10 be made to make the constitution consistent with this article, and that Associate Membership be deleted from the fee schedule.

Carried.

12. Nominating Committee Report

The report of the nominating committee was received and no further nominations were made. The Chair of the committee, Cornelia Baines, was absent, and the motions were made on her behalf.

Moved (Cornelia Baines, Kelly Gotlieb) that nominations be closed, and that nominees be acclaimed. Carried

The members of the Executive Committee are as follows:

Officers for 2006-2007

Doug Creelman, President (05-07)

Cornelia Baines, Secretary (06-08)

Diane Henderson, Treasurer (06-08)

Lino Grima, Vice-President (06-08)

Ed Barbeau, Vice-President (06-08)

Other members for 2006-2007

Don Bellamy (05-07)

Michael Donnelly (06-08)

Scott Eddie (06-08)

Beate Lowenberg (06-08)

Ruth Pike (05-07)

Helen Rosenthal (05-07)

John Rucklidge (06-08)

Jack Stevenson (05-07)

Germaine Warkentin (05-07)

Fred Wilson (05-07)

Retiring members are George Milbrandt and Sid Olyan.

13. Adjournment

Moved (Lino Grima, Peter Russell) that the meeting be adjourned. Carried.

The meeting concluded at 2:45 pm.

PRESIDENT'S REPORT

I am most proud of the wonderful collection of volunteers who have worked hard this year on our behalf. The separate reports from the standing committees speak to this; we owe all of them a hearty vote of thanks.

We have accomplished a great deal, and have started planning for a great deal more. These are ambitious projects; senior scholars' centres, scientists' and humanists' forums, benefits and pensions advocacy, and the beginning of an already thriving social and art/cultural program bode well for the future. These are only the most visible of the many activities of our workers. Much more is to come.

We are active nationally and internationally, represented ably at the Canadian and American organizations of university retiree organizations. RALUT representation is strong in both, and both lead the way for us with precedents for future projects and services to our members, our communities, and our universities.

Our institutional support is overworked, but apparently happily so; Liz Walker has held up the RALUT office through thin and thick. When work needs doing, she is there, regardless of her part-time schedule and her many other involvements. Peter Russell and Ralph Garber have provided me with much valuable support as I found my way around the president's jobs. Many others have made this year a delight for me, and made it easy to serve the organization. Thanks to all. *Doug Creelman*

TREASURER'S REPORT

The balance on January 1, 2005 was \$33,003 and on December 31, 2005 was \$36,541\$. The total income was \$31,058, of which \$28,435 came from members' fee, \$1849 from donations and \$784 from interest.

The total expenditures were \$27,541, of which \$8799 was devoted to administration, \$11,481 to communications, \$2344 to events, \$400 to affiliation fees, \$1198 to travel, \$1000 to the RALUT scholarship, \$373 to the retirement housing survey and \$1946 to a new computer and printer.

Respectfully submitted by Diane Henderson.

REPORT OF BENEFITS COMMITTEE

The Benefits Committee suffered a substantial loss of membership at the beginning of this term. There have been some new members but additional members would be most welcome.

The Terms of Reference of the Committee have been revised to reflect changes in the number of RALUT standing committees. The Benefits Committee has an overall representation and monitoring function for medical and health benefits as well as other benefits not specifically under the purview of the other RALUT Committees.

The Committee has continued to represent members in sorting out problems pertaining to benefits to which they are entitled and in directing some members without Green Shield coverage to coverage under the CURAC policy. The Committee has made a determined effort to have a Health Care Facilitator, appointed by Human Resources, to respond to inquiries about health care benefits. The matter now rests with UTFA. The Committee also urged that the Executive Committee take all appropriate steps to ensure that all retired academics and librarians are explicitly included in the University of Toronto's definition of "university community". This may help to prevent some problems of the sort that have been presented to the Committee recently.

Support for hearing and vision disabled members at RALUT's AGM and other RALUT events us the result of a resolution presented to the Executive by the Benefits Committee. A member of the Benefits Committee has provided an article of interest to members with vision loss to the *RALUT Reporter*.

The Committee is working on the following projects:

- Vetting the packages of information provided for those attending the Retirement Seminars
- Preparing a checklist of procedures pertaining to benefits and pensions to be followed on the death of a retiree, spouse or partner
- Arranging for a path from RALUT through UTFA to the Administration

The members of the committee are: Ruth Pike (chair), Gordon Nikiforuk (associate chair), Jock Galloway, Jack Stevenson, Peter Russell, Doug Creelman, Lino Grima (ex officio). Thanks for all their good work.

Respectfully submitted, *Ruth Pike*

REPORT OF SENIOR SCHOLARS COMMITTEE

RALUT's Senior Scholars Committee was founded last year to advocate for the academic benefits retirees were demanding. The committee's agenda, however, has been dealing with a lot more than benefits for continuing scholars. For example, patient and imaginative consultation with U of T library administrators by committee members Joan Winearls and Ken Rea has led the library to re-examine the way it deals with *all* retirees.

The library has always welcomed retirees, but for practical purposes we have been classed with the alumni. Joan and Ken have worked their way through the library system, department by department, to ensure that all retired faculty and librarians -- who after all have been using the library in some cases for decades -- have full access *as academics* to all its resources, from internet connections to Inter-Library loan, the Digital Studio, and Accessibility Services. In March and April, Joan and her library colleagues are mounting three seminars especially for retirees, a "Connectivity" workshop on using the internet and the Information Commons, and two seminars on "Updating Searching Skills" to introduce all the new resources the library is able to offer as a result of the digital revolution.

Early in the fall, we were busy preparing a draft of the Retirement Questionnaire proposed in the Letter of Understanding attached to last spring's ground-breaking Agreement on Retirement Matters. The committee's view is that the instrument should be a standard U of T form constituting part of the "October 15 process" by which current non-retirees will make the decision to retire each year. (For the new retirees, see the Provost's web site, <http://www.provost.utoronto.ca/English/Retirement-Information-and-Resources.html>.) Its purpose should be to create an inventory for deans and department chairs of resources in the

retiree community. The questionnaire was passed by the RALUT Executive in October and was communicated immediately to UTFA for transmission to the Administration. We hope they will appreciate the fund of experience that went into the questionnaire, since everyone who worked on it has actually been through the retirement process.

Another of our initiatives was the Retired Scientists' Forum held on January 11. We wanted to have accurate and up-to-date information about retirees, needs for use in planning sessions for the Retiree Centres to be established on all three campuses. What are the needs of scientists who once had lab space and who continue to write and to do research after they retire, but without the grants that support such space? Academics retired from other disciplines (e.g. music, anthropology, archaeology, etc.) who had similar research space before retirement also attended. Forty-three people attended the Forum, discussing not only space requirements, but the dignity with which retirees are or are not treated, legacy issues such as the disposition of papers, books, specimens, and scientific equipment. We have already established two working groups to deal with these issues, one headed by Ken Rea on Digital Archiving and a second headed by Ian Still on Scientific Equipment. Questions have also arisen as to retiree eligibility for funding from the three granting councils, and our member Peter Russell is ensuring that this concern is addressed at the national level through the umbrella organization RALUT helped start, CURAC - College and University Retirees Associations of Canada: <http://www.curac.ca/>. A final result of the Forum is the One-Day Conference "Highlighting Current Retiree Research" that is being organized by Dr. John Dirks for a day in April.

Among other issues the Senior Scholars Committee has been addressing is retiree status in the Graduate School; we wrote to Dean Susan Pfeiffer to draw her attention to the pool of qualified RALUT members who could chair graduate oral defences, and as a result, she has reminded all department chairs of this valuable resource. Do you know what the words "Emeritus/Emerita" mean in University of Toronto policy? University Policy on Emeritus/Emerita rank is both brief and vague. Merrijoy Kelner is exploring the various ways in which the titles are awarded, on what basis, and what entitlements and responsibilities they entail. Finally, we continue to cheer on the accomplishments of University of Toronto faculty and librarians, in the *Reporter's* twice-a-year column "Current Honours and Publications". It is a rapidly-growing listing. If you have been honoured, or have produced work that should be acknowledged, by all means send the details to me at g.warketin@utoronto.ca.

In closing, I would like to thank the members of the Senior Scholars Committee, an exceptionally lively and active group, for the leadership they have been demonstrating in highlighting the need for university support for the rich contribution of retiree scholars at the University of Toronto.

Respectfully submitted, *Germaine Warketin*.

REPORT OF PENSION COMMITTEE

The Pension Committee has met several times since I became Chair in January, 2006. We have brought ourselves up to date on various issues involving pensions and considered areas for improvement.

As you know, unresolved matters in the current round of negotiations between the U of T Faculty Association (UTFA) and the administration were submitted to arbitration in December 2005. One issue of great concern to retirees that was under consideration was the matter of inflation protection. The arbitrator's award was disclosed to us on April 5 and we were very pleased to see that Justice Winkler agreed with UTFA's demand that pensions be fully protected against inflation, rather than by only 75% of CPI as is stipulated in our pension plan. The award covers the two years from July 1, 2005 to June 30, 2007, and Justice Winkler writes, "We award augmentation to 100% for the two years covered by this award, to come into effect in the year commencing July 1, 2006."

It must be noted, with gratitude, that UTFA's negotiating team was adamant in its support for augmentation to 100% of CPI, and refused to accept a negotiated or mediated settlement that did not include this pension increase. The administration was just as adamant in refusing to increase pensions beyond the plan stipulation of 75% of CPI. In fact, following Justice Winkler's award, the University Nominee to the Panel issued a "partial dissent", indicating that he disagreed with the decision to grant full inflation to retirees for these two years. We thank UTFA and its negotiating team for its support, efforts and success on our behalf.

The next round of negotiations should commence in January, 2007. Prior to that time, the RALUT Pensions Committee will have to decide which proposals we will encourage UTFA to include in its negotiations. Of course, full inflation protection will again be an issue, but there will most certainly be others.

We welcome input from our members. What are your problems, concerns and suggestions for improvements related to your pensions? Please let us know.

The members of the RALUT Pensions Committee are: Helen Rosenthal (chair), Doug Creelman, Brian Galvin, Ralph Garber, Calvin Gotlieb, Lino Grima, Diane Henderson, George Luste, George Milbrandt, Peter Russell, Jack Stevenson.

REPORT OF NEWSLETTER EDITOR

The issues of the RALUT Reporter that you received are what I am to report on; they are themselves that Report. There is not much else to say.

I do apologize for every one being somewhat late. Mostly it is my fault; I put off for too long what ought to be done. I might mention that for the past four months, I have been moving from a house to a condo (something I have found that a lot of retirees do), and that has occupied much of my working time.

Once, when I was editing a book for U of T Press, the editor at the Press, Jean Jameson, told me that with reference to the habits of some contributors, that as editor I had to be ruthless with contributors. Easier said than done. Perhaps I should apologize for that too: I am not ruthless enough. But our contributors seem to appreciate my making deadlines flexible for them.

I should thank those contributors; however, I hope I have not been too grumpy about deadlines.

I should also thank Linda Staats at UTPrint for her excellent work on the layout of the Reporter. She is remarkably patient with us.

The people who do the printing at the Press at Downsview have also done good work. The sale of that unit of the U of T Press has been announced, but I hope that we will be able to continue to work with them.

Others who have helped and deserve both mention and thanks are Ken Rea, Beate Lowenberg, Helen Rosenthal and Line Grima. Thanks especially to Germaine Warkentin who contributes in many ways, but in particular she keeps track of the research productivity of retirees, and provides the list of publications that appears in every other number.